

Figure 1

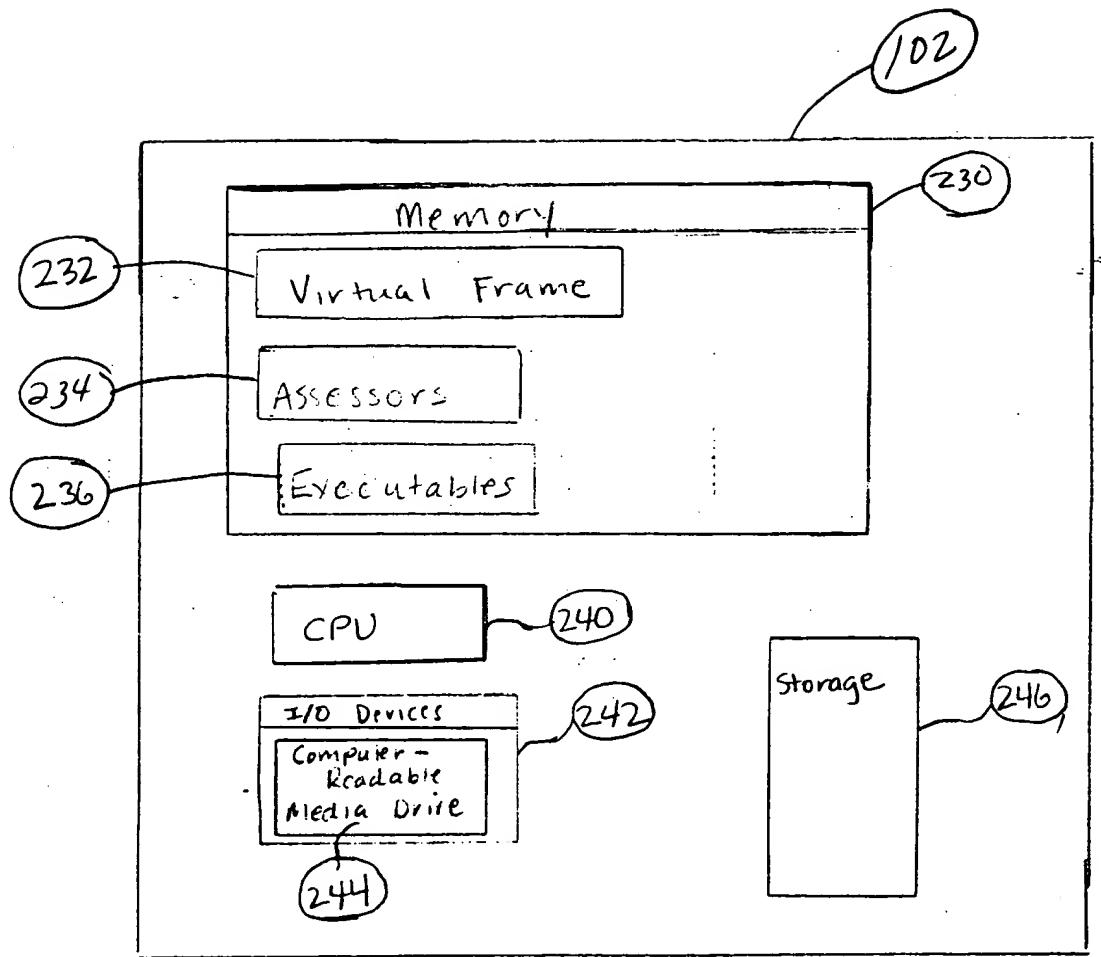
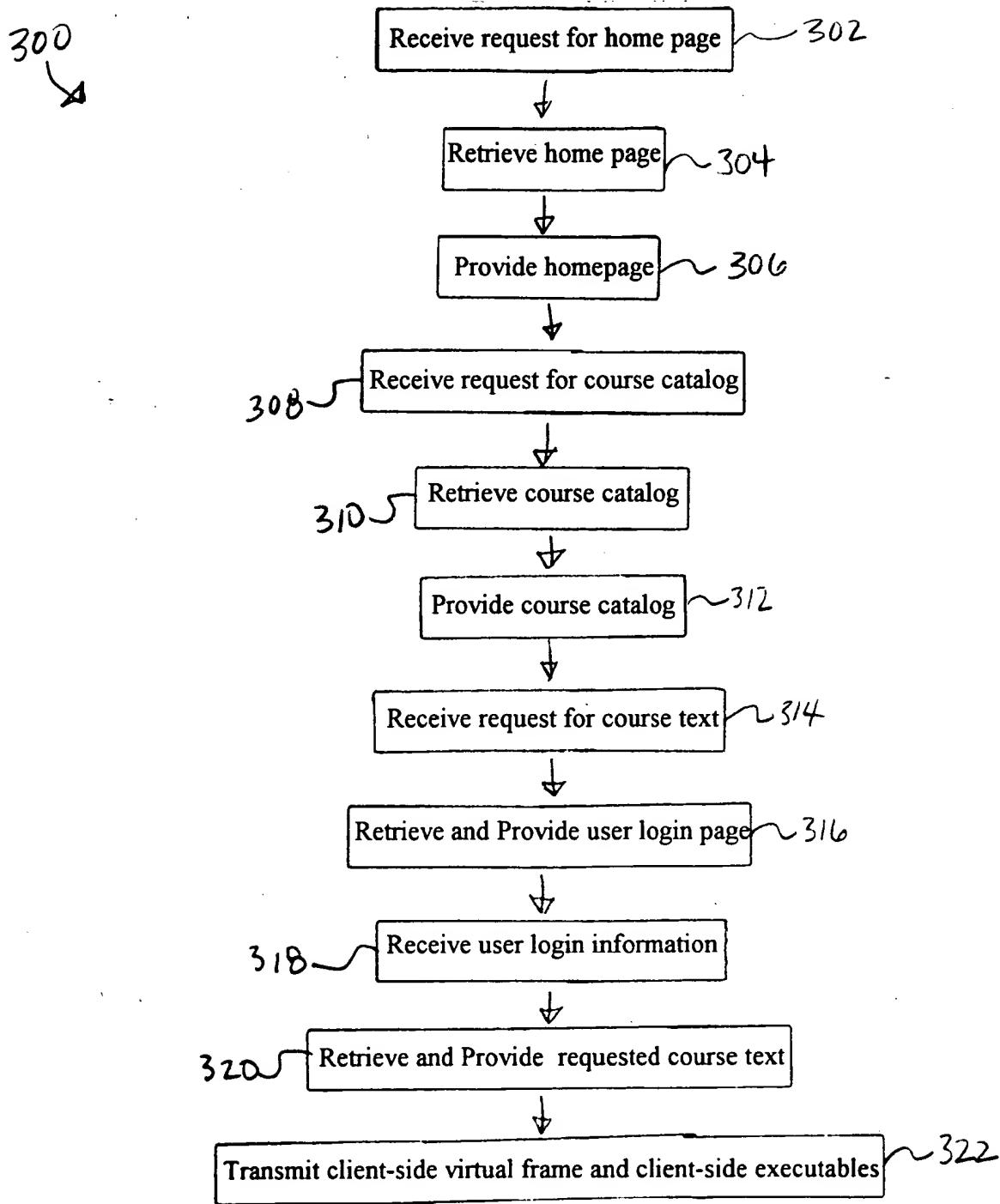


Figure 2



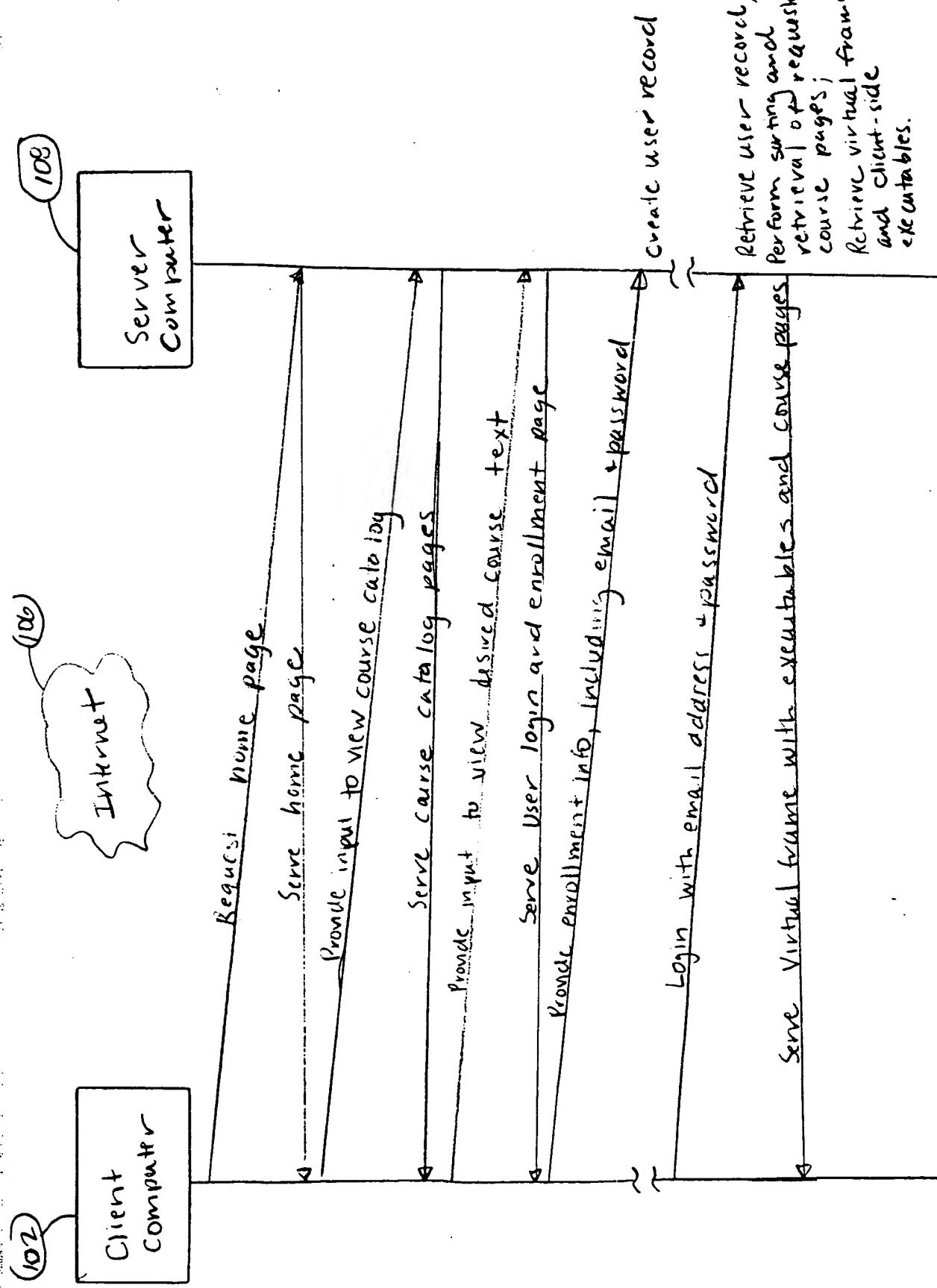


Figure 2R

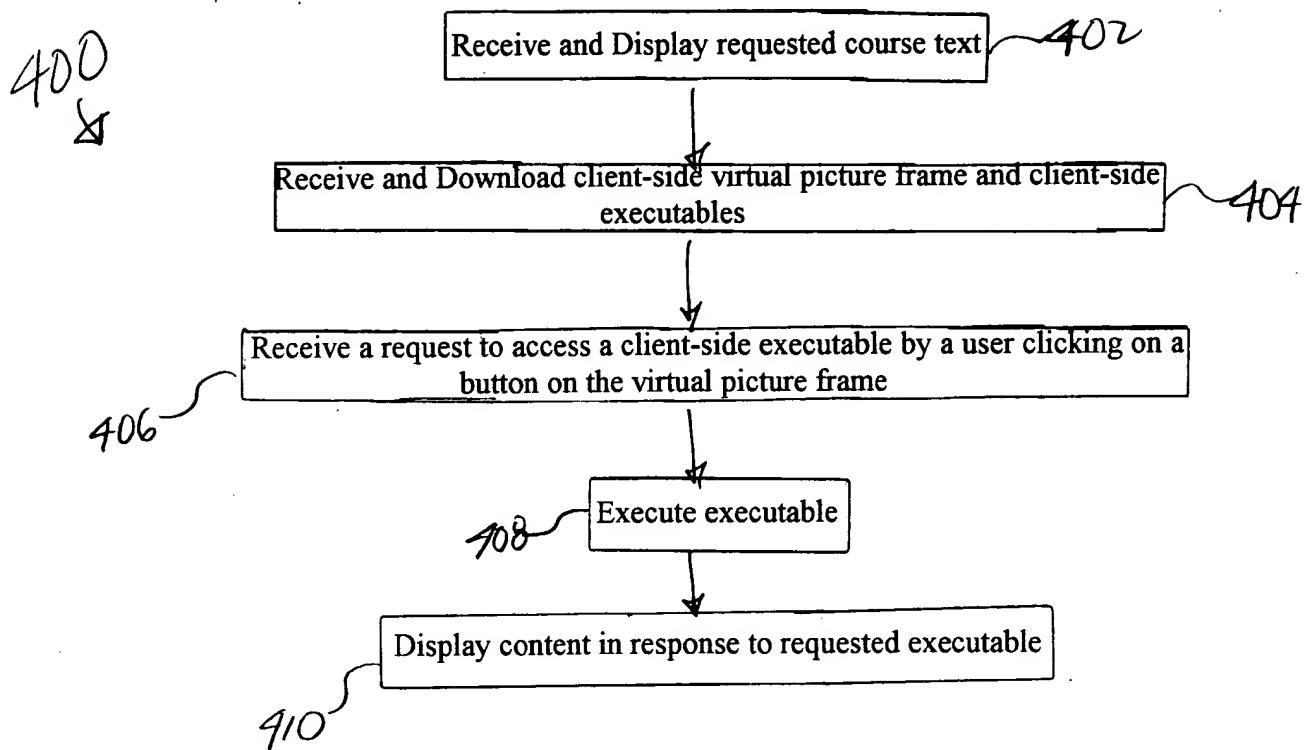


Figure 4



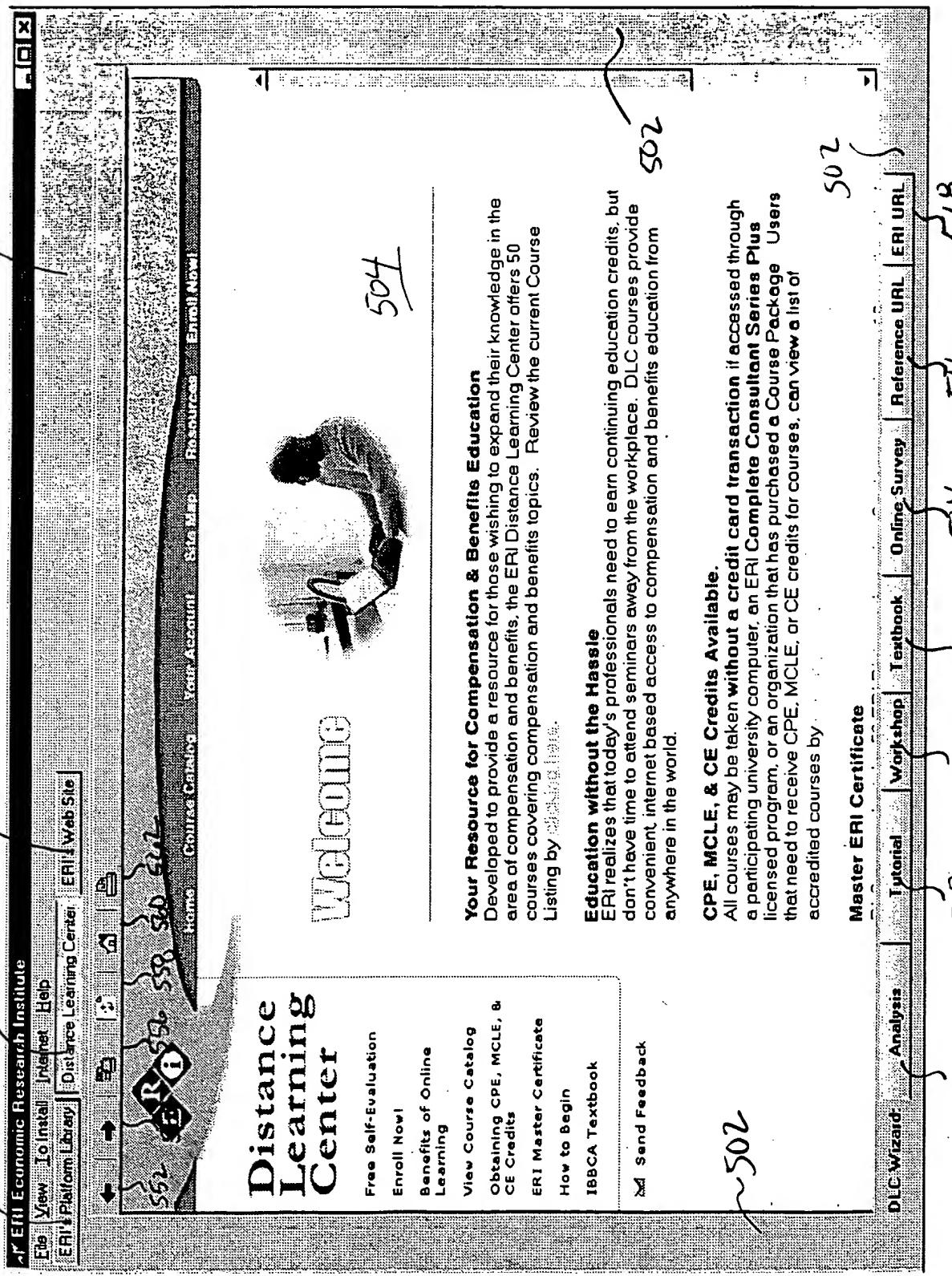


Figure 6A

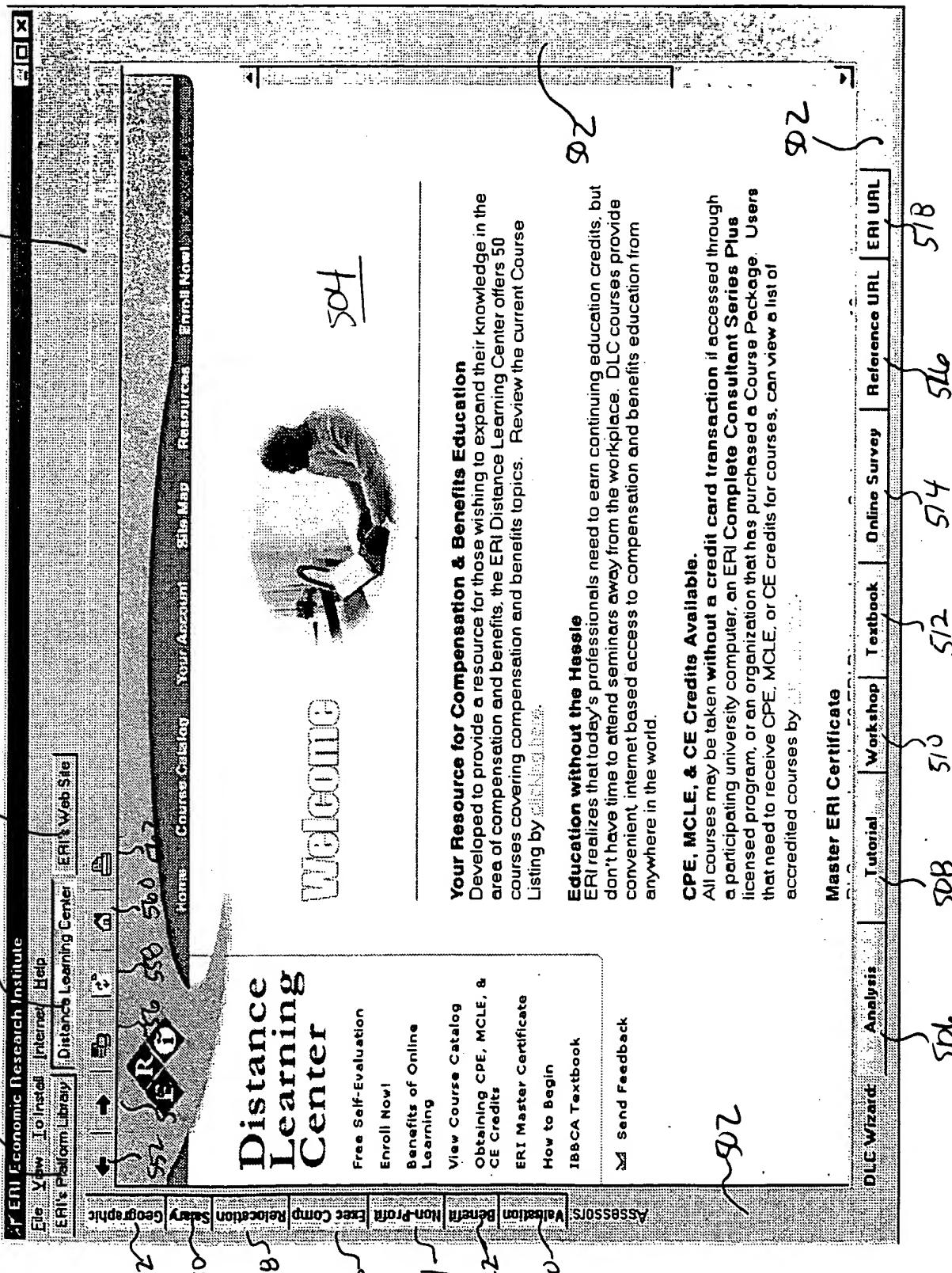


Figure 6B

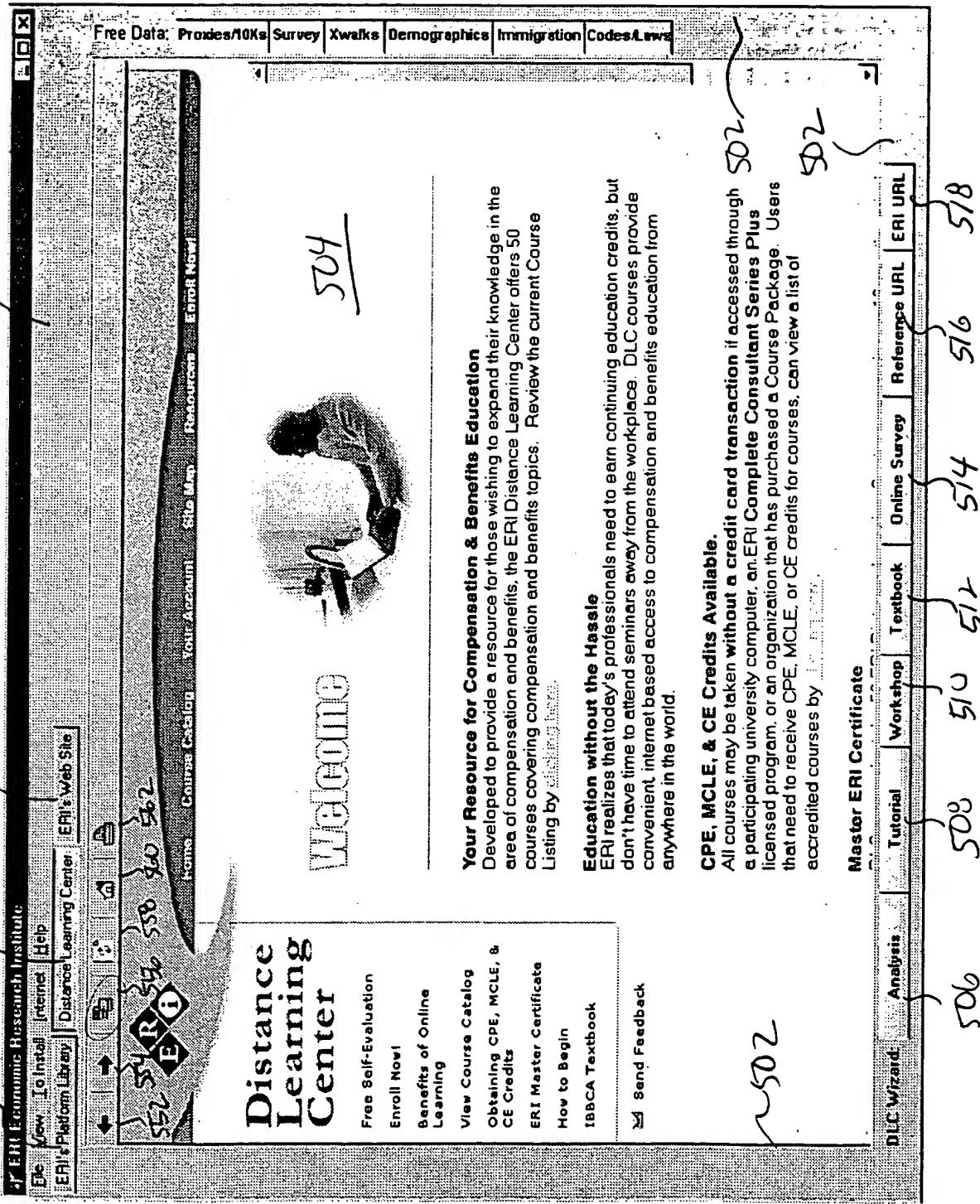


Figure 6.C



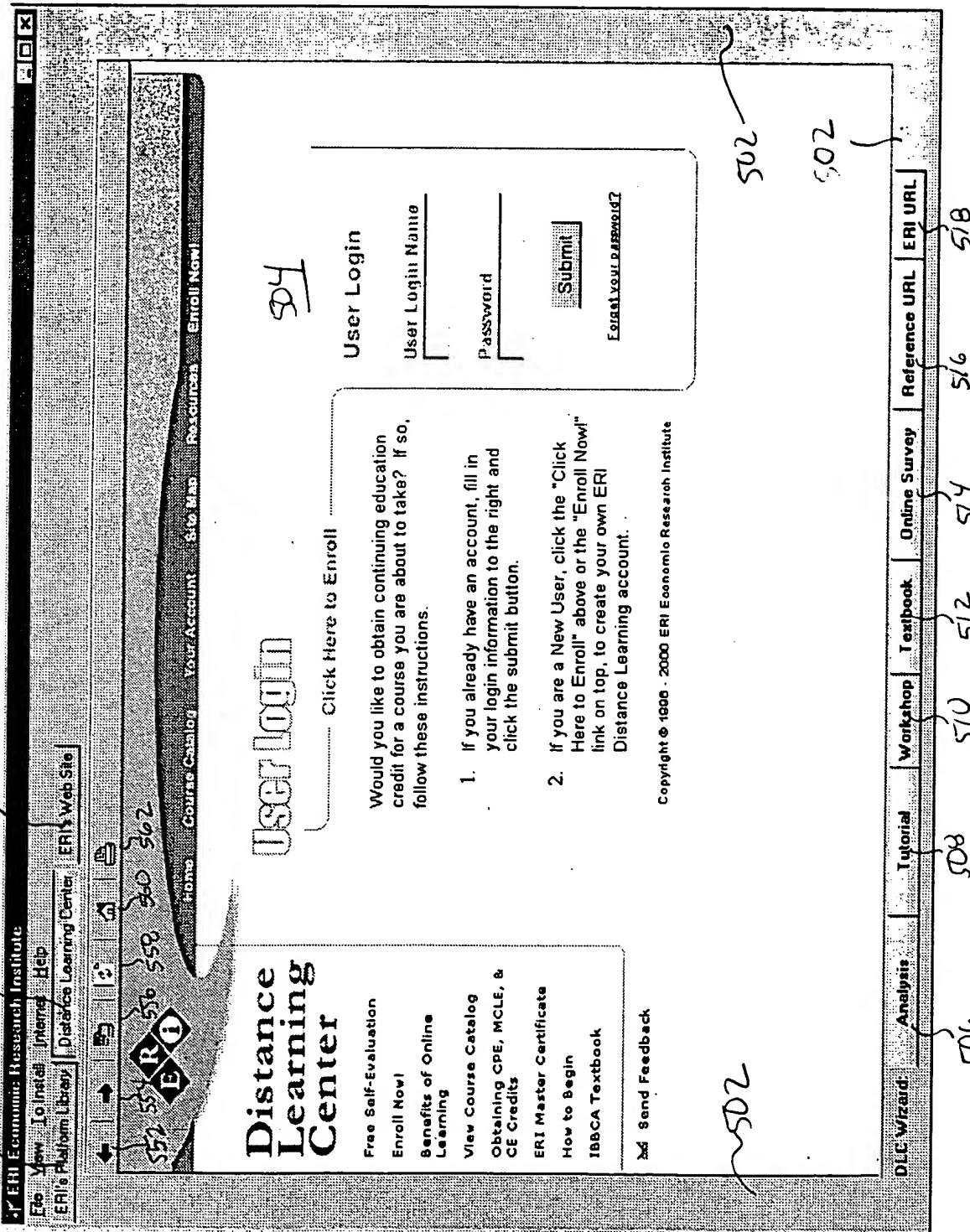


Figure 8A

Figure 8B

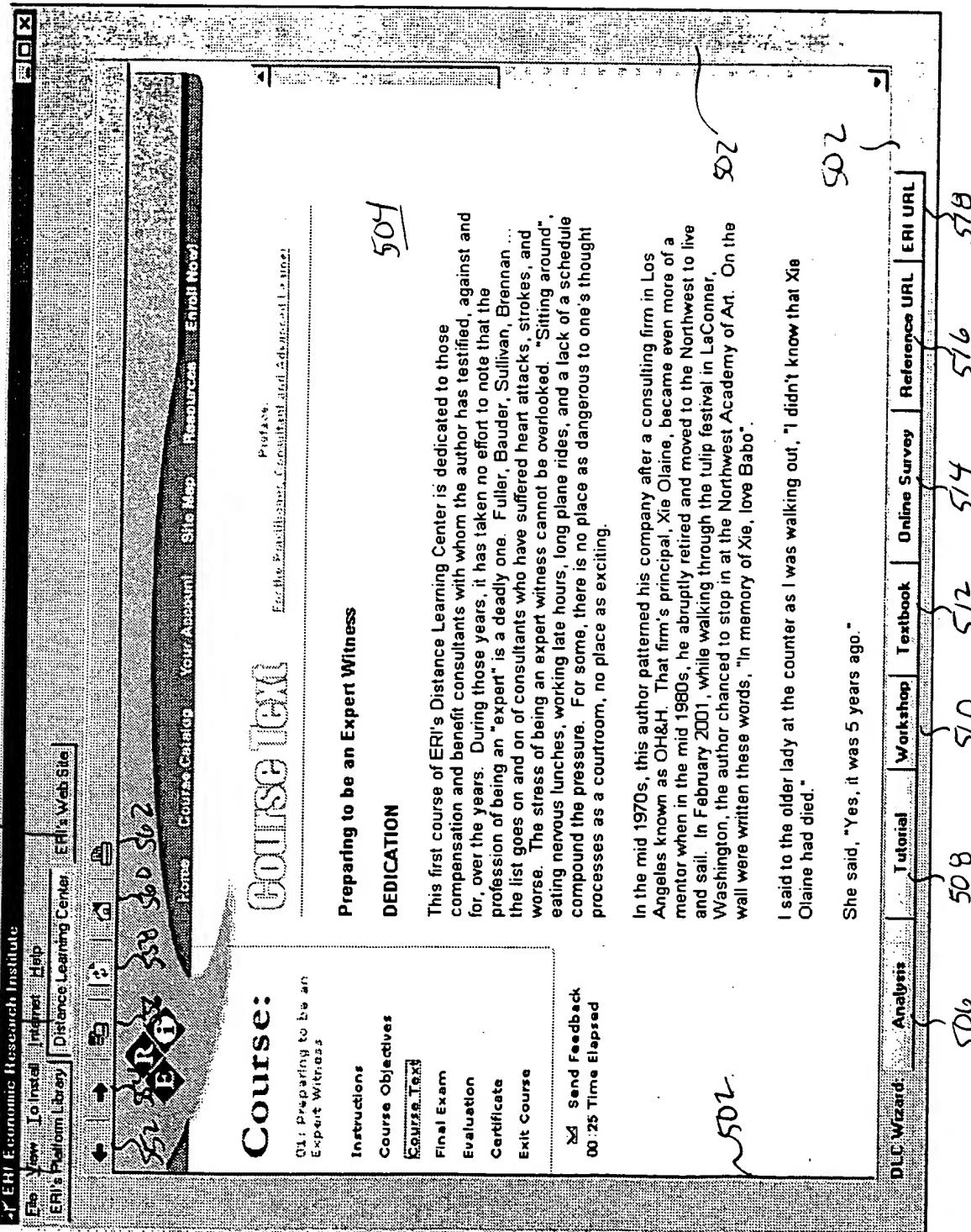


Figure 9

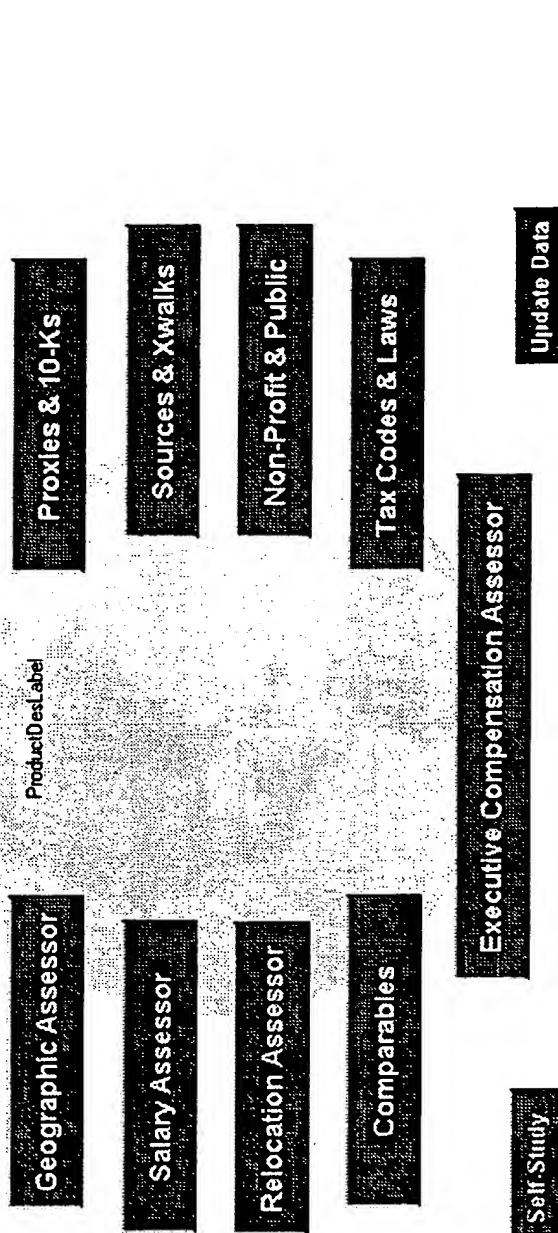


## ERI's Platform Library

April 2001 504

AAA ShowMe Company  
Demo Data

Product Details



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Figure 10



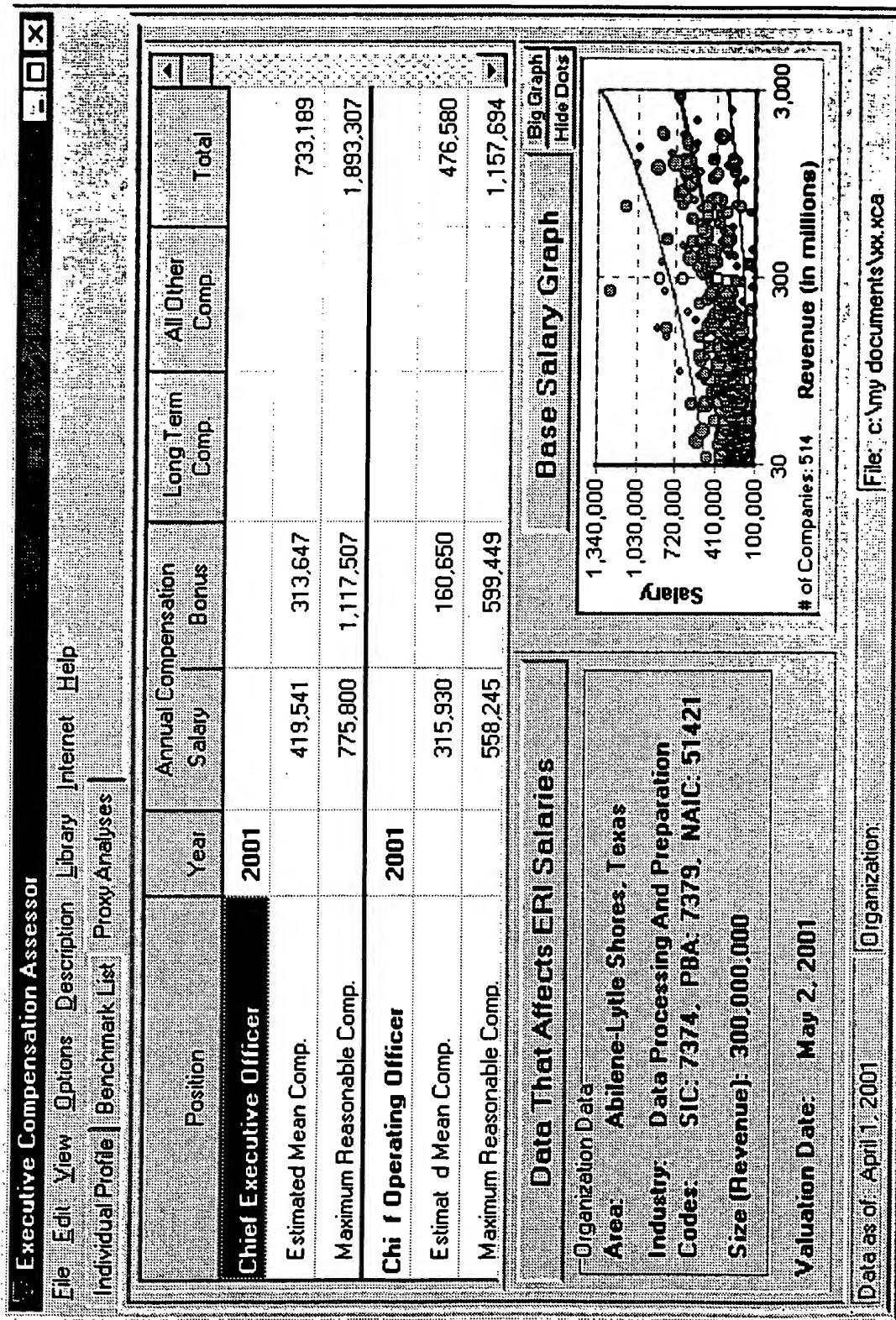


Figure 12

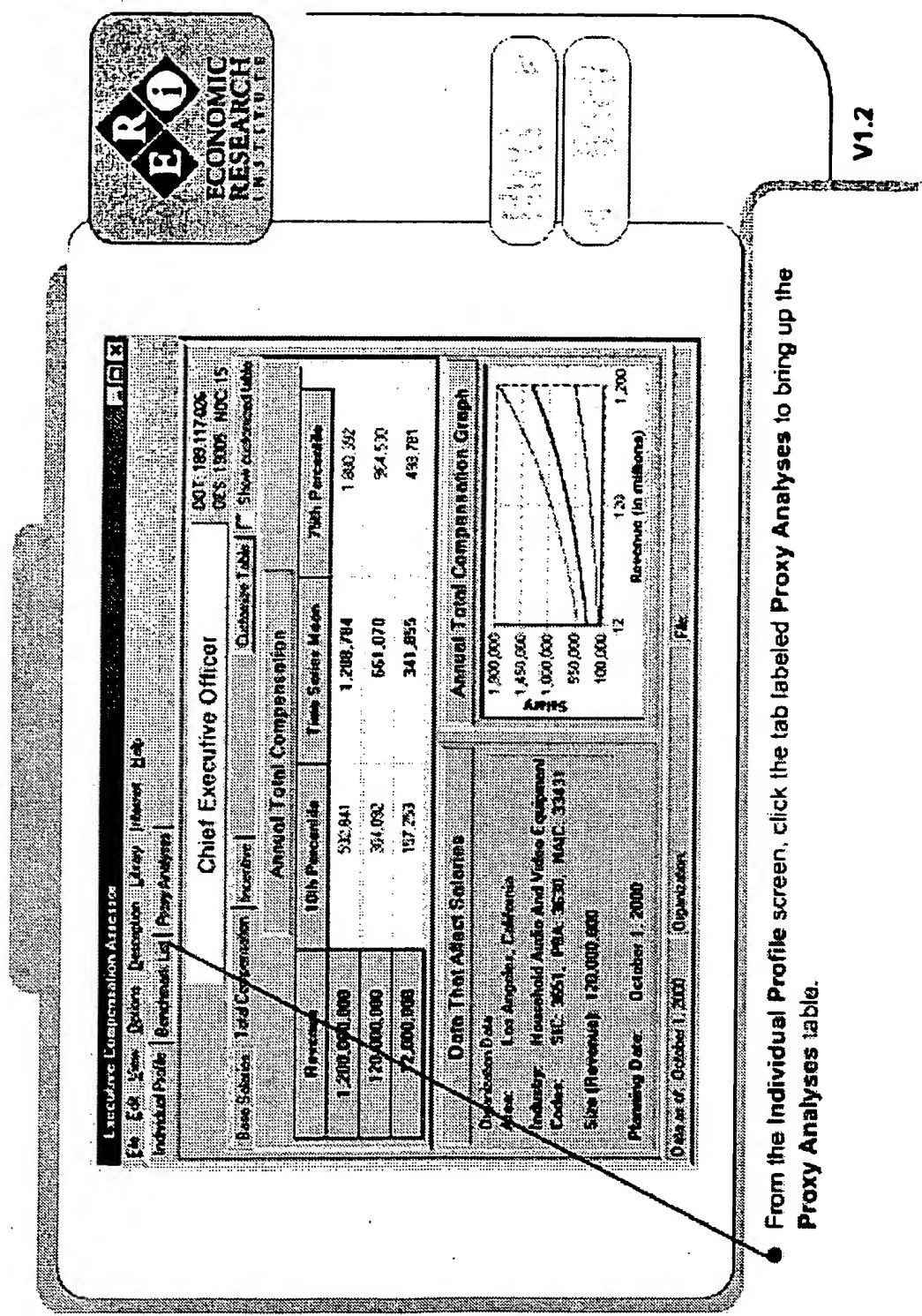


Figure 13

# ERI Benefit & Compensation Administration Assessor



January 2001  
ERI Example  
BETA TEST VERSION 1.0

## Database Administration

### Employee Human Resources Database

### On-Line Employee Benefit Claims Review

### Benefit & Compensation Plan Database

## Benefits Communications

### On-Line Benefit Enrollment/Changes

### Employee Benefit Communications

### Frequently Asked Questions

## Planning

### Salary Increase Budgeting/Plans

### Relocation Labor Cost Modeling

### Incentive and Gain Sharing Plans

## Compliance

### Employee Benefit 5500 Reporting

### Benefit Plan Discrimination Testing

### Human Resource Codes/Laws

## Welcome!

For the last several years, ERI has experimented with Internet-based benefits communications ([BenefitsReview.com](http://BenefitsReview.com)) and on-line U.S. and Canadian Benefits Surveys ([SalariesReview.com](http://SalariesReview.com)). The Benefit & Compensation Administration Assessor is designed to combine the power of these Internet applications and other on-line benefit providers like Aetna and iBenefits, with software applications specifically designed to meet the needs of the Human Resources Administrator.

Please click on a module at left to view more information.

To download and install the latest beta-test version of the Benefit & Compensation Administration Assessor please visit [www.eri.com/Subscribers%20Updates/Updates.htm](http://www.eri.com/Subscribers%20Updates/Updates.htm).

[BenefitsReview.com](http://BenefitsReview.com)

[YourHRIntranetSite](http://YourHRIntranetSite)

[BenefitAssessor.com](http://BenefitAssessor.com)

Figure 14

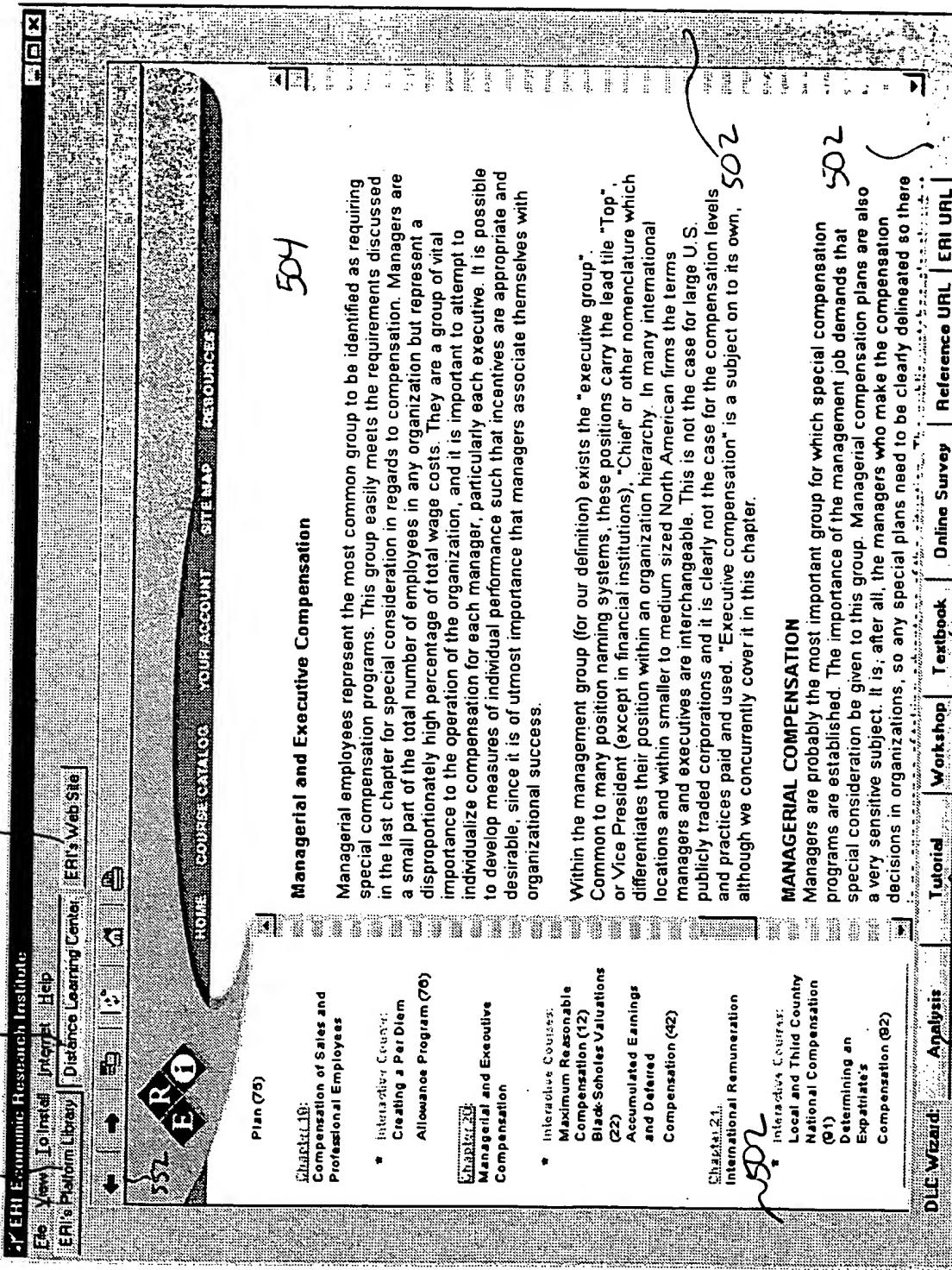


Figure 15

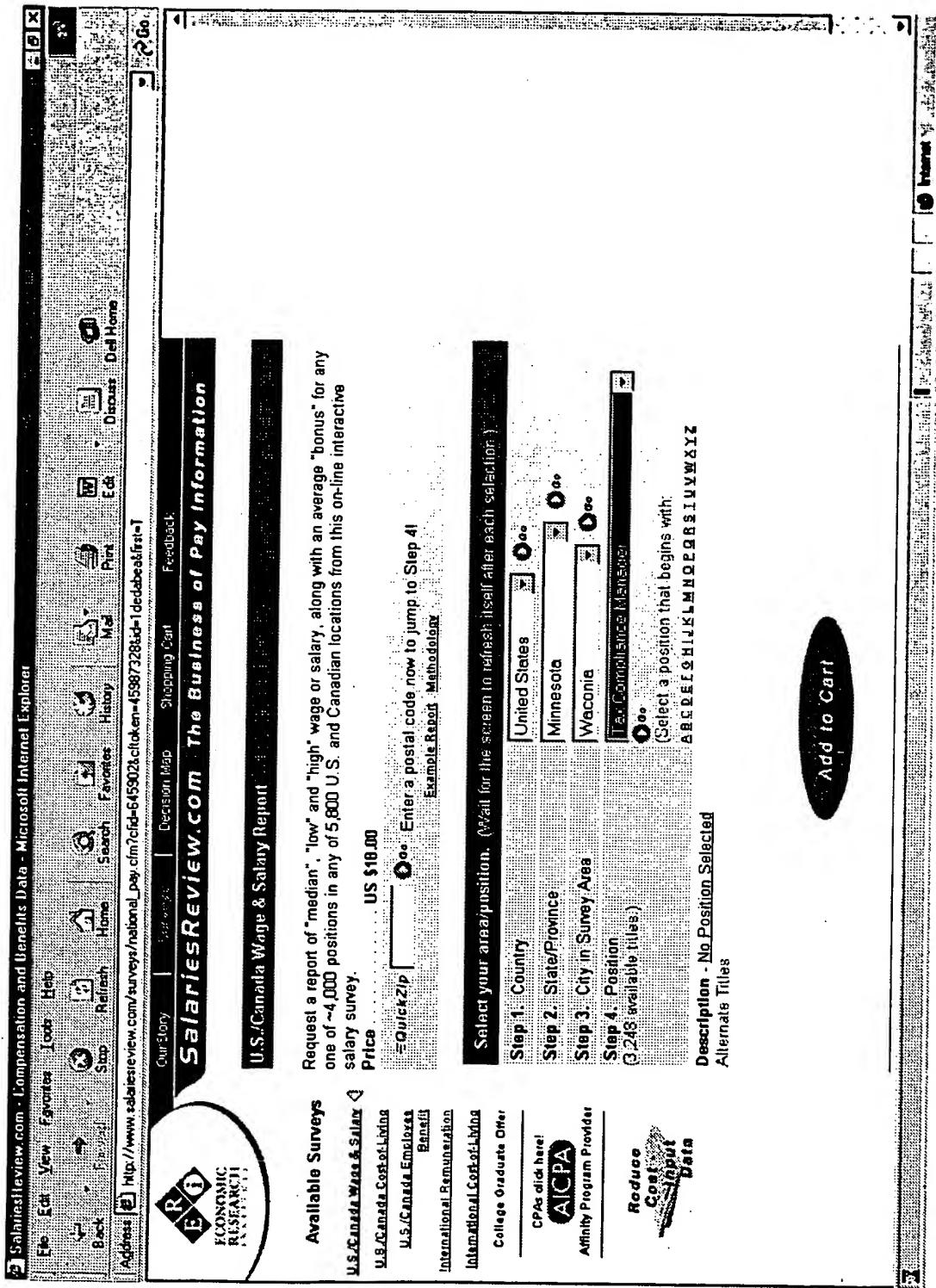


Figure 16

The Daubert Challenge - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Discuss Del Home

Address http://www.intellicon.com/features/daubert.htm

Guy E. Burnette, Jr., Esquire  
Butler Burnette Pappas  
guy@butlrburnette.com

Fire Scene Investigation:  
The Daubert Challenge

In 1923, the United States Circuit Court for the District of Columbia, in the case of *Frye v. United States*, 54 App. D.C. 46, 293 F. 1013 (1923) established a threshold standard for the admission of expert testimony in federal court cases. That standard imposed a requirement that the data and methodology used by the expert in developing an opinion be of the kind "generally accepted" by other practitioners within that particular discipline. This standard of "general acceptance" was universally adopted and subsequently used in both federal and state courts for over 70 years. It is still used today in a number of state court jurisdictions. However, a new standard of admissibility in federal court cases was established in 1993 which has since been adopted in a growing number of state court systems. As this new standard has recently been applied to fire scene investigation, it presents a significant challenge to the traditional admissibility of fire origin and cause testimony.

In 1975, Congress enacted Federal Rule of Evidence 702, which was intended to simplify and liberalize the admission of expert testimony. That rule states:

If scientific, technical, or other specialized knowledge will assist the trier of fact to understand the evidence or to determine a fact in issue, a witness qualified as an expert by knowledge, skill, experience, training, or education, may testify thereto in the form of an opinion or otherwise.

While Rule 702 was intended to broaden the general admissibility of expert testimony and certainly did so, it did not directly address the legal standard for measuring the foundation of an expert's conclusions. The *Frye* standard of "general acceptance" continued to be used until the Supreme Court issued its opinion in *Daubert v. Merrill-Dow Pharmaceuticals*, 509 U.S. 579, 113 S. Ct. 2786, 125 L.Ed.2d 469 (1993). In *Daubert* the Court ruled that the *Frye* test had been effectively abolished by Rule 702 and the federal courts must now apply a new standard for the admission of expert testimony.

*Daubert* was a case involving birth defects allegedly caused by the mother's use of Bendectin, an anti-nausea drug, during her pregnancy. Merrill-Dow moved for summary judgment in the case, claiming its drug had not caused the injury to the child. In support of its motion, Merrill-Dow submitted the affidavit of a physician and

Figure 17

Figure 18

Human Resources: Codes and Laws - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Stop Refresh Home Search Favorites History Print Mail Discard Del Home

Address: <http://www.eris1.com/codes/>

HOME FAQ ABOUT ERIS TECH SUPPORT PRESS SEARCH E-MAIL ORDER

## Human Resource Codes & Laws

as the Citizenship and Immigration Canada's web site <http://www.cic.gc.ca/english/about/faq/ask%20168.html>. These two federal departments are responsible for this policy. The former is responsible for the validation of the offer of employment; the latter is responsible for the employment authorization.

**MANITOBA - REMUNERATION**  
[www.SalaryReview.com](http://www.SalaryReview.com) is a recommended source for U.S./Canadian wages & salaries (covering 3,000 positions).

**MANITOBA - TERMINATION & SEVERANCE PAY**  
Notice of Termination by Employer: 1 pay period.

**Vacation Pay Upon Termination:** 4% of annual earnings; 6% after 5 years.

(Manitoba Labour Standards)

**Payment Required:** Within 5 days of termination.

**MANITOBA - UNEMPLOYMENT TAX**  
See Canadian Federal Unemployment Insurance

**MANITOBA - VACATION PAY**  
2 weeks; after 5 years, 3 weeks.

(Manitoba Labour Standards)

MANITOBA - VOTING TIME OFF

Internet

